



January 4, 2013

Hello and Happy New Year 2013. Remember when you set your **performance objectives** earlier in 2012. Well now is the time to review your performance on those goals and reward you for your accomplishments. Thank you to those who participated (nearly 100% in setting goals) and thank you to the **Board of Mayor and Alderman** who approved funding for the one-time pay supplements to reward your performance on these objectives. **Everyone who participated will get at least \$50 since this is the first year** and you could get more depending on your goals, their impact on the city, and your achievement. You will hear more about this process from your Department Director and supervisor in the days to come. Attached is the memo the went out to our staff team in December on this process. **Please take time to watch this 2 minute video that explains the process in more detail:** <http://inside/Administration/SitePages/Home.aspx> (click on "2012 Major Work Objectives")

You should be seeing the **2.5 percent salary increase BOMA approved in 2012**, which will start with your first paycheck in 2013. Unfortunately, the Federal Government has put an end to the 2 percent payroll tax cut, which will shrink paychecks for U.S. workers. In 2009, the Feds lowered the Social Security tax from 6.2 percent to 4.2 percent for a limited period of time. In the recent "fiscal cliff" agreement it was allowed to expire and is now going back to 6.2 percent. In other words you'll see a 2.5 percent raise in your gross pay, but in your net pay that increase will be off-set by changes in the payroll tax.



Brooke Young, a Senior from Samford University in Birmingham, and Rachel Massoud, a Sophomore from DePauw University in Greencastle, Indiana (pictured here with Clay Matthews) are with us for the month of January to intern in the Administration Department. Brooke (center in the photo) is a Franklin area resident and a senior at Samford studying business and public

administration. Rachel (right in the photo) is from Cincinnati and is a sophomore at DePauw studying political science. Both young women will be taking on some interesting projects from paperless board/commission meetings to creating a master HOA contact list and researching the TML prescription drug program. Brooke and Rachel will probably be in your department sometime this month as they learn about the many different functions of

Franklin city government. Both ladies say, "It will be a great experience to see what City Government is all about!"

The 2012 Caption Contest WINNER IS..... Mike Fay from Police, who wrote, *"Seeing that sweater reminds me of the new City Dress Code Policy I happen to have here in my hand."* Mike wins a Franklin TV coffee cup and a pink City hat (sorry we only have pink left, hope there's a lucky girl in your life who will enjoy it!) Thanks to all the other folks who submitted captions. Thanks also to Dee Settle from Purchasing for donning his festive sweater. That image is still burned into my mind! (I think it's all the lights. . .)



Administration's Ellen Hansen is the winner of the Mayor's parking spot next week. **Ellen** was nominated by **me!**, *"I would like to thank Ellen for her team spirit and professionalism in our front office. She has been a great addition to the Admin team and is always helpful and ready to take on any new task."* **Great job Ellen, you can begin parking in the spot on Monday, January 7! If you see someone doing a good job, send us a line at agoodjob@franklintn.gov**

Thanks for all you do!

Excellence, Innovation, Teamwork, Integrity, Action-Oriented